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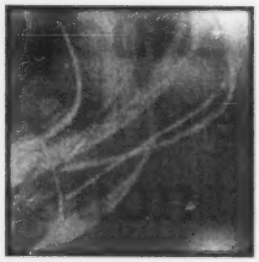

Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2010/2011: Preliminary Report

2011

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.	not available for any reference period
..	not available for a specific reference period
...	not applicable
0	true zero or a value rounded to zero
0s	value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded
p	preliminary
r	revised
x	suppressed to meet the confidentiality requirements of the *Statistics Act*
E	use with caution
F	too unreliable to be published
*	significantly different from reference category ($p < 0.05$)

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Highlights

There are 29 institutions included in Table 1 of this report, where the number of staff and average, median, 10th and 90th percentile salaries of these institutions are presented.

This group of 29 institutions accounted for approximately 40% of the full-time teaching staff in 2010/2011.

Among these 29 institutions, the number of full-time teaching staff increased by 0.7% over 2009/10.

Men accounted for almost two thirds (62.4%) of the teaching staff, with women accounting for 37.6%.

The average salary of full-time teaching staff in these 29 institutions was $116,024, up 2.5% from 2009/2010.

Analysis

Table 1 presents information on the 29 institutions that are included in this report. This table contains information on: the number of full-time teaching staff, the number of staff excluded from the salary calculations, and the average, median and 10th and 90th percentile salary of full-time teaching staff. The criteria used for inclusion in this publication are that the institution has greater than 100 staff and that it reported its 2010/11 data as of the middle of June, 2011. As a result, this is not a representative profile of all institutions included in the Full-time University and College Academic Staff Survey (FT-UCASS).

In 2008/09, the last year for which final data on full-time teaching staff for all institutions was available, this group of 29 institutions accounted for approximately 40% of the full-time teaching staff of the 115 institutions that were included in the survey.

Of these 29 institutions, 7 have medical/dental faculties, out of a total of 16 institutions nationally.

Of this group of 29 institutions, the number of full-time teaching staff increased by 0.7% from between 2009/10 and 2010/201[1] .

Men accounted for almost two thirds (62.4%) of total teaching staff, with women accounting for 37.6% across the 29 institutions. Although there were fewer women than men, the number of women full-time teaching staff increased by 1.3% between 2009/2010 and 2010/2011, compared to men whose numbers increased by 0.3%[2].

Among the full-time teaching staff at these 29 institutions, the average salary in 2010/2011 was $116,024, compared to an average salary of $113,148 in 2009/2010[3] .

1. Capilano University was excluded from this analysis because they did not report data for 2009-10.
2. Ibid.
3. Ibid.

Related products

Selected publications from Statistics Canada

11F0019M	Analytical Studies Branch Research Paper Series
81-004-X	Education Matters: Insights on Education, Learning and Training in Canada
81-599-X	Education Indicators in Canada: Fact Sheet
81-599-X2009003	Postsecondary Enrolment and Graduation
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11-008-X20040037735	Provincial variation in reading scores of 15-year-olds
89-552-M2007016	Gaining and Losing Literacy Skills over the Lifecourse
89-552-M2007017	Adult Learning: A Comparative Perspective: Results from the Adult Literacy and Life Skills Survey

Statistical tables

Table 1-1
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Memorial University of Newfoundland

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	282	12	135,141	132,910	116,230	153,950
With senior administrative duties	39	7	145,132	142,204	122,730	168,564
Without senior administrative duties	243	5	133,538	131,318	116,230	153,196
Associate professors	355	3	109,137	108,686	93,598	125,660
With senior administrative duties	33	1	118,082	114,300	104,238	133,428
Without senior administrative duties	322	2	108,220	106,800	93,598	125,660
Assistant professors	275	3	86,654	86,054	78,510	93,598
Rank below assistant	14	1	x	x	x	x
Other teaching staff	1	0	x	x	x	x
All ranks combined (including deans)	935	11	110,491	108,686	82,282	144,520
Male	585	8	115,050	114,344	84,168	148,034
Female	350	3	102,870	97,370	80,396	127,546
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	233	9	135,472	133,204	116,230	153,950
With senior administrative duties	26	6	145,620	146,726	124,480	169,211
Without senior administrative duties	207	3	134,197	131,318	116,230	152,064
Associate professors	279	3	109,563	108,686	93,598	125,660
With senior administrative duties	24	1	119,793	115,743	104,427	136,967
Without senior administrative duties	255	2	108,600	108,686	92,844	125,660
Assistant professors	185	2	86,462	86,054	76,624	97,370
Rank below assistant	14	1	68,137	67,194	65,308	72,852
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	718	8	111,937	110,572	80,396	146,366
Male	459	5	116,580	118,116	84,168	148,292
Female	259	3	103,707	99,256	78,510	131,318
Visiting staff	0	0	0	0	0	0

Table 1-2
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Prince Edward Island

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	66	6	126,093	126,903	101,943	151,083
With senior administrative duties	23	5	125,898	128,476	97,199	153,877
Without senior administrative duties	43	1	126,197	126,903	104,690	149,239
Associate professors	101	1	103,193	99,250	86,397	126,558
With senior administrative duties	25	1	102,582	98,709	87,037	130,134
Without senior administrative duties	76	0	103,394	99,559	86,077	126,303
Assistant professors	67	2	x	x	x	x
Rank below assistant	4	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	244	3	104,046	99,867	75,668	134,872
Male	151	2	107,828	104,987	77,876	137,845
Female	93	1	97,905	93,193	69,094	129,591
Visiting staff	0	0	0	0	0	0

Table 1-3
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Cape Breton University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	21	2	107,016	112,463	69,502	127,166
With senior administrative duties	4	2	x	x	x	x
Without senior administrative duties	17	0	x	x	x	x
Associate professors	43	2	87,787	84,768	76,884	104,478
With senior administrative duties	7	2	95,970	x	x	x
Without senior administrative duties	36	0	86,196	x	x	x
Assistant professors	55	0	x	x	x	x
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	123	0	87,127	81,384	67,884	114,623
Male	64	0	91,100	82,578	71,259	117,039
Female	59	0	82,817	81,384	63,384	106,798
Visiting staff	0	0	0	0	0	0

Table 1-4
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Dalhousie University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	367	10	135,029	132,715	105,027	167,154
With senior administrative duties	72	8	149,523	148,202	123,165	181,390
Without senior administrative duties	295	2	131,492	128,481	103,957	161,564
Associate professors	295	16	107,644	106,498	85,266	129,151
With senior administrative duties	29	8	123,018	119,152	88,587	167,088
Without senior administrative duties	266	8	105,968	104,745	84,025	129,151
Assistant professors	288	5	89,392	89,272	71,449	105,247
Rank below assistant	28	0	x	x	x	x
Other teaching staff	1	0	x	x	x	x
All ranks combined (including deans)	996	14	112,864	108,425	78,425	153,816
Male	605	6	118,457	116,189	80,214	159,155
Female	391	8	104,210	99,695	76,518	134,389
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	228	8	137,496	135,998	111,500	163,298
With senior administrative duties	49	7	144,210	141,775	121,392	171,482
Without senior administrative duties	179	1	135,658	134,911	110,184	160,377
Associate professors	204	13	109,130	107,482	90,684	129,151
With senior administrative duties	24	6	117,339	116,831	88,412	140,547
Without senior administrative duties	180	7	108,036	105,415	91,141	129,151
Assistant professors	204	4	89,178	89,358	73,860	101,387
Rank below assistant	24	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	674	11	113,089	108,041	80,780	150,665
Male	394	4	118,972	117,110	81,052	155,643
Female	280	7	104,812	99,695	80,436	132,529
Visiting staff	0	0	0	0	0	0

Table 1-5
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — St. Mary's University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	73	4	128,507	133,361	101,634	150,875
With senior administrative duties	10	3	130,185	137,182	112,187	138,710
Without senior administrative duties	63	1	128,241	133,361	101,204	152,770
Associate professors	102	2	98,012	94,070	80,176	122,152
With senior administrative duties	11	1	107,040	110,623	87,957	126,951
Without senior administrative duties	91	1	96,921	93,490	80,176	121,082
Assistant professors	55	5	x	x	x	x
Rank below assistant	4	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	238	7	105,213	101,879	78,612	135,638
Male	155	5	108,953	106,802	78,173	138,710
Female	83	2	98,230	93,490	78,612	125,944
Visiting staff	0	0	0	0	0	0

Table 1-6
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Université de Moncton

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	78	10	124,583	127,090	107,850	135,780
With senior administrative duties	15	9	124,768	126,610	107,166	138,866
Without senior administrative duties	63	1	124,538	127,570	107,850	134,530
Associate professors	82	0	101,473	101,320	88,222	112,240
With senior administrative duties	16	0	97,986	96,410	87,208	113,316
Without senior administrative duties	66	0	102,318	104,550	88,273	113,140
Assistant professors	86	2	83,706	85,810	73,514	91,178
Rank below assistant	17	0	72,925	67,250	65,346	89,986
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	274	1	101,710	99,450	75,370	132,775
Male	172	1	104,743	107,850	78,158	134,530
Female	102	0	96,597	91,610	69,570	130,870
Visiting staff	0	0	0	0	0	0

Table 1-7
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — St. Thomas University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	23	1	120,099	124,829	99,863	135,150
With senior administrative duties	5	1	x	x	x	x
Without senior administrative duties	18	0	x	x	x	x
Associate professors	64	2	93,476	92,816	77,128	108,420
With senior administrative duties	17	1	94,394	91,338	79,587	112,820
Without senior administrative duties	47	1	93,143	94,383	76,115	108,420
Assistant professors	21	0	x	x	x	x
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	110	1	95,255	94,339	68,656	127,874
Male	63	0	96,597	95,338	67,590	132,495
Female	47	1	93,455	89,816	69,722	116,619
Visiting staff	0	0	0	0	0	0

Table 1-8
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Brock University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	135	10	149,889	145,985	129,989	176,824
With senior administrative duties	23	8	144,523	138,519	125,272	170,045
Without senior administrative duties	112	2	150,990	146,730	130,165	177,054
Associate professors	279	2	121,587	115,062	98,382	153,374
With senior administrative duties	41	2	124,742	119,782	98,724	153,239
Without senior administrative duties	238	0	121,044	114,453	98,378	153,386
Assistant professors	111	1	100,716	95,000	81,144	132,513
Rank below assistant	28	0	85,961	86,143	67,900	107,543
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	563	3	123,584	119,472	91,248	160,408
Male	326	0	128,760	129,401	94,419	167,486
Female	237	3	116,465	113,128	89,543	147,412
Visiting staff	0	0	0	0	0	0

Table 1-9
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — McMaster University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	411	16	154,775	150,730	133,303	181,817
With senior administrative duties	89	9	167,518	161,814	141,374	209,024
Without senior administrative duties	322	7	151,253	148,043	131,807	175,792
Associate professors	494	5	118,792	117,750	95,743	146,322
With senior administrative duties	44	0	138,294	135,481	106,372	179,190
Without senior administrative duties	450	5	116,885	116,895	95,743	143,113
Assistant professors	371	13	87,410	78,000	71,063	119,710
Rank below assistant	20	0	87,432	80,571	55,801	124,936
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1305	25	121,340	121,569	71,063	161,814
Male	864	13	125,726	128,450	71,063	166,561
Female	441	12	112,747	110,743	71,063	150,002
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	279	12	154,058	151,804	133,300	178,951
With senior administrative duties	58	8	160,261	159,824	142,572	181,032
Without senior administrative duties	221	4	152,430	149,915	132,639	178,517
Associate professors	265	2	126,336	126,317	104,224	148,457
With senior administrative duties	27	0	140,358	140,533	119,089	157,400
Without senior administrative duties	238	2	124,745	124,227	103,918	146,536
Assistant professors	189	8	95,099	90,847	66,540	127,120
Rank below assistant	20	0	87,432	80,571	55,801	124,936
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	761	14	128,530	131,696	82,173	164,221
Male	499	6	132,787	136,960	84,000	168,000
Female	262	8	120,423	122,020	80,000	153,924
Visiting staff	0	0	0	0	0	0

Table 1-10
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Guelph

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	268	10	148,042	148,052	132,409	161,340
With senior administrative duties	33	9	160,717	160,081	145,318	173,949
Without senior administrative duties	235	1	146,263	146,722	132,326	158,952
Associate professors	345	3	122,596	123,142	105,788	140,385
With senior administrative duties	19	1	143,124	141,801	120,630	172,933
Without senior administrative duties	326	2	121,399	122,705	105,452	138,826
Assistant professors	159	9	101,817	99,639	87,470	121,362
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	780	14	127,819	127,307	97,197	156,476
Male	528	7	130,917	130,837	100,142	157,642
Female	252	7	121,328	122,577	92,215	150,241
Visiting staff	0	0	0	0	0	0

Table 1-11
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Nipissing University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	16	2	126,419	128,515	107,227	143,752
With senior administrative duties	2	2	x	x	x	x
Without senior administrative duties	14	0	x	x	x	x
Associate professors	53	1	102,410	99,115	91,066	118,396
With senior administrative duties	13	1	103,033	101,798	92,139	117,123
Without senior administrative duties	40	0	102,208	99,115	91,066	118,396
Assistant professors	105	0	x	x	x	x
Rank below assistant	4	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	181	0	95,718	94,438	76,368	118,396
Male	108	0	98,028	94,438	76,368	123,930
Female	73	0	92,300	93,938	76,368	109,847
Visiting staff	0	0	0	0	0	0

Table 1-12
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Ottawa

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	413	14	144,042	147,070	125,441	158,947
With senior administrative duties	72	8	149,967	145,953	128,301	183,214
Without senior administrative duties	341	6	142,791	147,167	124,148	157,964
Associate professors	453	8	115,470	115,565	102,036	130,867
With senior administrative duties	41	5	121,680	125,131	108,253	133,973
Without senior administrative duties	412	3	114,852	114,802	101,838	130,867
Assistant professors	333	4	92,810	93,794	79,702	107,546
Rank below assistant	31	3	80,275	73,824	70,516	97,668
Other teaching staff	11	6	84,859	81,196	69,199	122,176
All ranks combined (including deans)	1254	22	118,404	116,620	84,008	157,964
Male	793	15	122,073	121,210	85,918	157,964
Female	461	7	112,094	108,530	81,977	147,260
Visiting staff	0	9	0	0	0	0
Excluding medical dental						
Full professors	341	12	147,284	147,070	129,018	157,964
With senior administrative duties	62	6	148,219	145,302	129,681	168,460
Without senior administrative duties	279	6	147,076	147,300	128,980	157,964
Associate professors	421	7	116,114	115,283	102,596	130,867
With senior administrative duties	38	4	123,596	125,030	109,343	134,086
Without senior administrative duties	383	3	115,371	114,440	102,113	130,867
Assistant professors	310	4	92,438	92,896	79,194	106,147
Rank below assistant	31	3	80,275	73,824	70,516	97,668
Other teaching staff	11	6	84,859	81,196	69,199	122,176
All ranks combined (including deans)	1124	22	118,352	115,839	84,820	157,040
Male	697	15	122,211	121,106	87,493	157,964
Female	427	7	112,053	108,189	81,994	147,314
Visiting staff	0	9	0	0	0	0

Table 1-13
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Royal Military College of Canada

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	58	5	128,013	129,401	118,569	129,701
With senior administrative duties	5	5	x	x	x	x
Without senior administrative duties	53	0	x	x	x	x
Associate professors	73	1	104,161	108,150	91,905	111,150
With senior administrative duties	12	1	110,480	111,400	104,652	112,150
Without senior administrative duties	61	0	102,918	105,443	89,739	108,150
Assistant professors	57	0	x	x	x	x
Rank below assistant	1	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	195	0	106,232	108,150	81,654	129,401
Male	162	0	108,872	108,150	87,067	129,401
Female	33	0	93,271	89,197	73,530	118,851
Visiting staff	0	0	0	0	0	0

Table 1-14
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Trent University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	63	6	154,392	158,876	136,218	169,410
With senior administrative duties	15	5	153,048	158,876	127,780	169,837
Without senior administrative duties	48	1	154,812	158,876	136,723	169,427
Associate professors	125	7	117,945	114,333	101,412	137,778
With senior administrative duties	25	2	122,841	121,913	107,029	140,826
Without senior administrative duties	100	5	116,721	114,045	101,412	137,778
Assistant professors	33	1	x	x	x	x
Rank below assistant	1	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	229	7	126,142	119,387	96,360	161,516
Male	134	1	129,713	127,230	96,360	166,789
Female	95	6	121,104	114,333	96,360	153,108
Visiting staff	0	0	0	0	0	0

Table 1-15
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Windsor

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	146	11	150,912	147,453	122,983	186,695
With senior administrative duties	22	8	156,915	155,774	121,098	207,134
Without senior administrative duties	124	3	149,847	145,306	122,926	180,534
Associate professors	227	4	118,861	115,339	99,479	143,366
With senior administrative duties	26	2	125,706	124,087	106,472	148,190
Without senior administrative duties	201	2	117,976	114,167	99,416	143,179
Assistant professors	121	4	96,775	95,334	81,342	113,323
Rank below assistant	20	0	93,182	90,194	82,922	110,095
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	523	10	123,021	116,998	89,918	163,483
Male	328	6	128,550	122,422	93,996	168,587
Female	195	4	113,720	111,592	87,287	141,399
Visiting staff	0	0	0	0	0	0

Table 1-16
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — York University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	331	24	159,462	150,245	132,112	203,122
With senior administrative duties	62	10	161,318	154,633	135,382	197,551
Without senior administrative duties	269	14	159,034	149,870	131,087	204,462
Associate professors	713	14	128,898	123,959	104,387	154,693
With senior administrative duties	140	0	133,102	124,563	110,727	167,306
Without senior administrative duties	573	14	127,870	123,469	103,636	153,911
Assistant professors	278	13	102,891	97,748	85,100	125,774
Rank below assistant	64	5	109,488	108,391	83,026	134,662
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1396	46	130,845	126,664	95,276	170,170
Male	768	21	135,612	130,360	97,950	180,759
Female	628	25	125,016	121,731	93,472	154,312
Visiting staff	0	10	0	0	0	0

Table 1-17
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Ontario College of Art and Design

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	27	1	103,138	102,303	96,823	109,656
With senior administrative duties	8	1	107,633	x	x	x
Without senior administrative duties	19	0	101,246	x	x	x
Associate professors	46	8	94,008	94,852	84,339	100,476
With senior administrative duties	10	3	97,936	96,726	91,531	110,322
Without senior administrative duties	36	5	92,917	93,778	82,155	99,198
Assistant professors	29	0	x	x	x	x
Rank below assistant	2	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	107	6	92,889	94,387	70,949	105,573
Male	62	3	92,439	95,777	72,052	103,156
Female	45	3	93,507	93,778	67,599	112,368
Visiting staff	0	0	0	0	0	0

Table 1-18
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Ontario - Institute of Technology

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	22	9	134,921	130,971	111,294	164,868
With senior administrative duties	9	7	129,210	x	x	x
Without senior administrative duties	13	2	138,875	x	x	x
Associate professors	48	0	110,171	108,345	98,620	128,200
With senior administrative duties	15	0	116,547	113,990	99,369	142,473
Without senior administrative duties	33	0	107,273	106,605	95,204	117,522
Assistant professors	81	0	89,083	88,382	77,291	102,318
Rank below assistant	0	0	0	0	0	0
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	158	2	105,844	100,441	81,417	141,946
Male	96	1	111,246	106,694	83,100	149,417
Female	62	1	97,480	91,747	79,373	119,906
Visiting staff	0	0	0	0	0	0

Table 1-19
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Manitoba

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	428	21	140,099	138,566	108,197	160,443
With senior administrative duties	76	18	149,092	142,034	116,505	188,467
Without senior administrative duties	352	3	138,157	137,821	106,780	158,509
Associate professors	385	10	104,753	98,996	85,475	114,177
With senior administrative duties	42	1	110,166	104,840	90,831	130,729
Without senior administrative duties	343	9	104,090	98,311	84,952	112,468
Assistant professors	320	7	91,203	80,594	70,500	107,578
Rank below assistant	11	0	82,232	73,258	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,164	18	115,082	105,667	75,642	144,894
Male	770	7	119,651	110,358	77,452	148,047
Female	394	11	106,155	98,299	74,054	139,870
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	318	17	134,239	138,258	108,197	147,570
With senior administrative duties	53	16	137,806	141,480	118,134	148,221
Without senior administrative duties	265	1	133,526	137,493	107,042	144,972
Associate professors	297	8	99,621	97,959	86,417	112,301
With senior administrative duties	35	1	106,050	103,969	92,318	123,492
Without senior administrative duties	262	7	98,762	97,173	85,570	112,036
Assistant professors	221	6	x	x	x	x
Rank below assistant	5	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	859	13	108,677	104,241	75,500	143,928
Male	574	5	112,757	109,465	76,178	144,312
Female	285	8	100,460	96,384	73,376	136,845
Visiting staff	0	0	0	0	0	0

Table 1-20
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Brandon University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	38	4	123,177	122,551	109,070	136,766
With senior administrative duties	9	4	126,489	x	x	x
Without senior administrative duties	29	0	122,149	x	x	x
Associate professors	55	1	96,563	95,220	86,601	112,956
With senior administrative duties	17	1	94,399	92,685	84,574	112,956
Without senior administrative duties	38	0	97,531	95,220	87,109	112,956
Assistant professors	66	1	x	x	x	x
Rank below assistant	1	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	165	1	95,442	88,026	69,069	132,320
Male	93	0	101,838	95,220	74,597	136,757
Female	72	1	87,179	85,929	67,085	112,784
Visiting staff	0	0	0	0	0	0

Table 1-21
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Athabasca University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	27	5	143,762	142,105	121,694	165,999
With senior administrative duties	8	5	150,276	x	x	x
Without senior administrative duties	19	0	141,019	x	x	x
Associate professors	52	0	110,428	112,517	92,738	124,699
With senior administrative duties	8	0	116,999	x	x	x
Without senior administrative duties	44	0	109,234	x	x	x
Assistant professors	57	1	83,555	83,933	70,927	92,913
Rank below assistant	36	0	x	x	x	x
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	177	1	103,183	93,214	76,908	142,722
Male	96	1	107,915	98,651	74,561	155,125
Female	81	0	97,574	90,214	77,230	124,229
Visiting staff	0	0	0	0	0	0

Table 1-22
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — The University of Calgary

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	618	27	164,328	154,602	125,419	213,210
With senior administrative duties	94	16	184,893	166,997	133,404	261,464
Without senior administrative duties	524	11	160,639	153,056	124,851	204,450
Associate professors	531	15	126,010	116,092	99,088	151,402
With senior administrative duties	52	1	134,047	130,680	107,378	161,318
Without senior administrative duties	479	14	125,138	114,947	98,761	145,949
Assistant professors	334	14	108,393	95,225	82,175	131,617
Rank below assistant	178	9	95,125	93,021	66,281	122,587
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,677	49	134,092	122,239	88,414	189,027
Male	1,112	15	142,395	129,841	92,785	200,525
Female	565	34	117,751	108,406	82,280	157,095
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	393	26	154,652	149,638	123,193	197,506
With senior administrative duties	58	16	160,654	152,772	127,679	208,122
Without senior administrative duties	335	10	153,613	149,001	123,169	192,874
Associate professors	365	10	115,803	112,810	98,348	136,836
With senior administrative duties	39	0	131,574	123,539	106,305	164,154
Without senior administrative duties	326	10	113,916	111,283	97,007	134,574
Assistant professors	184	9	95,243	92,647	82,164	107,897
Rank below assistant	167	9	93,849	91,769	65,094	120,482
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1,125	38	124,013	117,682	86,607	170,763
Male	718	13	131,309	124,851	91,052	180,726
Female	407	25	111,141	105,715	81,863	151,221
Visiting staff	0	0	0	0	0	0

Table 1-23
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of Lethbridge

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	91	3	145,928	143,316	111,204	191,489
With senior administrative duties	6	3	180,283	x	x	x
Without senior administrative duties	85	0	143,502	x	x	x
Associate professors	151	4	111,595	107,387	89,568	136,960
With senior administrative duties	7	0	145,925	x	x	x
Without senior administrative duties	144	4	109,926	x	x	x
Assistant professors	96	1	83,609	79,736	67,667	107,088
Rank below assistant	7	1	78,514	x	x	x
Other teaching staff	102	3	84,128	x	x	x
All ranks combined (including deans)	450	9	106,431	99,592	72,860	148,634
Male	274	3	111,262	101,994	72,277	157,594
Female	176	6	98,911	94,494	73,073	135,431
Visiting staff	0	1	0	0	0	0

Table 1-24
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Mount Royal University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Associate professors	197	4	102,249	104,014	88,812	112,505
With senior administrative duties	24	0	111,968	112,074	103,888	118,236
Without senior administrative duties	173	4	100,900	101,974	87,275	110,299
Assistant professors	137	3	x	x	x	x
Rank below assistant	0	0	0	0	0	0
Other teaching staff	2	0	x	x	x	x
All ranks combined (including deans)	336	7	94,621	97,218	74,531	110,299
Male	163	1	97,140	101,974	77,080	112,074
Female	173	6	92,248	92,831	74,531	108,136
Visiting staff	0	0	0	0	0	0

Table 1-25
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Including medical dental						
Full professors	976	9	161,503	150,337	121,254	224,820
With senior administrative duties	105	9	179,923	165,336	146,743	225,984
Without senior administrative duties	871	0	159,282	147,181	120,349	224,112
Associate professors	795	1	119,131	111,449	98,495	149,852
With senior administrative duties	29	1	x	x	x	x
Without senior administrative duties	766	0	x	x	x	x
Assistant professors	565	0	100,486	95,237	77,808	125,071
Rank below assistant	284	0	87,835	85,894	62,000	110,012
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	2630	0	127,929	117,209	84,964	182,513
Male	1737	0	134,486	123,907	87,388	193,788
Female	893	0	115,175	107,016	78,096	161,353
Visiting staff	0	0	0	0	0	0
Excluding medical dental						
Full professors	662	7	155,372	147,945	122,425	199,812
With senior administrative duties	75	7	172,296	164,594	145,698	215,120
Without senior administrative duties	587	0	153,210	145,143	121,784	198,896
Associate professors	624	1	116,259	110,750	99,432	140,704
With senior administrative duties	27	1	124,357	119,231	105,219	160,291
Without senior administrative duties	597	0	115,893	110,387	99,377	140,067
Assistant professors	398	0	98,768	95,245	80,858	120,644
Rank below assistant	252	0	87,432	84,996	61,898	111,604
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	1944	0	122,806	114,356	84,996	170,226
Male	1266	0	129,311	121,750	89,260	178,040
Female	678	0	110,661	104,985	78,000	152,113
Visiting staff	0	0	0	0	0	0

Table 1-26
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Simon Fraser University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	306	19	138,548	133,045	118,780	166,764
With senior administrative duties	47	10	139,979	137,186	122,583	160,519
Without senior administrative duties	259	9	138,289	133,045	118,173	168,045
Associate professors	283	6	111,554	106,817	94,371	133,077
With senior administrative duties	22	0	122,077	110,678	102,646	172,690
Without senior administrative duties	261	6	110,667	104,239	94,203	131,370
Assistant professors	197	10	94,992	89,290	78,267	116,780
Rank below assistant	147	0	84,757	88,009	71,788	96,376
Other teaching staff	0	0	0	0	0	0
All ranks combined (including deans)	943	25	113,654	109,447	82,312	149,921
Male	620	17	118,371	115,619	86,273	153,381
Female	323	8	104,600	101,740	75,711	133,185
Visiting staff	0	0	0	0	0	0

Table 1-27
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Vancouver Island University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Associate professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Assistant professors	0	0	0	0	0	0
Rank below assistant	0	0	0	0	0	0
Other teaching staff	275	9	80,733	82,946	72,379	82,946
All ranks combined (including deans)	275	9	80,733	82,946	72,379	82,946
Male	143	3	81,204	82,946	72,379	82,946
Female	132	6	80,222	82,946	69,416	82,946
Visiting staff	0	0	0	0	0	0

Table 1-28
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — University of the Fraser Valley

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Associate professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Assistant professors	0	0	0	0	0	0
Rank below assistant	0	0	0	0	0	0
Other teaching staff	246	7	x	x	x	x
All ranks combined (including deans)	249	4	79,264	83,231	64,553	83,231
Male	121	2	80,827	83,231	69,655	89,231
Female	128	2	77,787	83,231	62,002	83,231
Visiting staff	0	0	0	0	0	0

Table 1-29
Salaries of full-time teaching staff at Canadian universities and colleges, 2010/2011 — Capilano University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers		dollars			
Full professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Associate professors	0	0	0	0	0	0
With senior administrative duties	0	0	0	0	0	0
Without senior administrative duties	0	0	0	0	0	0
Assistant professors	0	0	0	0	0	0
Rank below assistant	0	0	0	0	0	0
Other teaching staff	96	10	84,672	84,896	84,896	84,896
All ranks combined (including deans)	96	10	84,672	84,896	84,896	84,896
Male	54	4	84,497	84,896	84,896	84,896
Female	42	6	84,896	84,896	84,896	84,896
Visiting staff	0	0	0	0	0	0

Table 2
Salary scales for full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Memorial University					
Minimum	99,256	84,168	72,852	57,764	...
Maximum	153,950	125,660	89,826	67,194	...
Annual increment	1,886	1,886	1,886	1,886	...
University of Prince Edward Island [1]					
Minimum	91,738	72,287	58,062	49,614	...
Maximum	126,903	108,831	82,884	63,404	...
Annual increment					
1st Level	2,758	2,758	2,758	2,758	...
2nd Level	2,069	1,379	...	...	...
Acadia University					
Minimum	98,500	82,500	66,500	54,500	...
Maximum	132,500	104,500	84,500	68,500	...
Annual increment	2,000	2,000	2,000	2,000	...
Acadia Divinity College					
Minimum	68,952	53,550	52,122	40,550	...
Maximum	90,596	70,356	68,479	60,255	...
Annual increment (percent)	2.0	2.0	2.0	2.0	...
Atlantic School of Theology					
Minimum	83,221	67,370	57,869	...	...
Maximum	106,471	90,619	72,654	...	...
Annual increment	2,114	2,114	2,114	...	...
Université Sainte-Anne					
Minimum	78,767	64,879	52,727	47,519	...
Maximum	111,751	97,863	85,711	52,727	...
Annual increment (percent)	4.0	4.0	4.0	4.0	...
Additional increment [2]	1,736	1,736	1,736	1,736	...
Dalhousie University [3]					
Minimum	87,447	76,542	65,137	58,594	...
Maximum	157,928	129,151	101,220	87,838	...
Annual increment	2,181	2,181	2,181	2,181	...
Mount Saint Vincent University					
Minimum	102,684	81,327	59,618	56,095	...
Maximum	125,184	103,827	79,618	61,095	...
Annual increment	2,500	2,500	2,500	2,500	...
Nova Scotia College of Art & Design					
Minimum	95,788	80,585	64,142	58,060	...
Maximum	124,168	106,600	83,062	65,155	...
Annual increment	2,365	2,365	2,365	2,365	...
St. Francis Xavier University					
Minimum	93,788	74,504	61,308	52,751	...
Maximum	131,144	106,094	80,911	57,004	...
Annual increment	2,491	2,340	2,179	2,126	...

See notes at the end of the table.

Table 2 – continued

Salary scales for full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Saint Mary's University					
Minimum					
Minimum	99,453	77,515	63,525	54,865	...
Maximum	...	...	...	67,423	...
Maximum					
Minimum	...	...	...	60,228	...
Maximum	133,361	106,802	81,125	79,306	...
Annual increment					
Minimum	...	...	...	2,360	...
Maximum	2,826	2,663	2,514	2,848	...
University of King's College					
Minimum	87,447	76,542	65,137	58,594	52,837
Maximum	157,928	129,151	101,220	87,838	83,920
Annual increment	2,181	2,181	2,181	2,181	2,065
Cape Breton University					
Minimum	96,446	73,818	58,884	46,251	...
Maximum	128,480	104,478	81,384	58,151	...
Annual increment	2,288	2,190	2,250	1,700	...
Nova Scotia Agricultural College					
Minimum	78,304	63,111	54,998	43,535	...
Maximum	106,968	88,239	72,422	53,515	...
Annual increment [4]	...	...	...	...	...
Université de Moncton					
Minimum	97,410	78,850	64,930	48,690	...
Maximum	137,206	113,548	89,886	68,592	...
Annual increment (percent)	4.0	4.0	4.0	4.0	...
St.Thomas University [1]					
Minimum	97,427	76,115	60,892	51,981	...
Maximum	133,963	106,561	82,204	70,249	...
Annual increment	3,045	3,045	3,045	3,045	...
Brock University					
Minimum	108,817	85,317	71,155	54,962	...
Maximum	...	...	...	...	...
Annual increment [5] (percent)	6.8	6.8	6.8	6.8	...
Concordia Lutheran Theological Seminary					
Minimum	58,279	47,632	44,462	...	...
Maximum	76,427	64,398	62,940	...	...
Annual increment	0	0	0	...	...
Carleton University					
Minimum	101,920	77,220	61,770	49,420	...
Maximum	154,430	154,430	101,940	101,940	...
Annual increment (percent)	0.5	0.5	0.5	0.5	...
Additional increment	375	375	375	375	...
University of Guelph					
Minimum	88,277	81,077	76,677	...	...
Maximum	...	...	...	...	...
Annual increment (percent)	4.8	4.8	4.8	...	...
Additional increment	2,100	2,100	2,100	...	...
Lakehead University					
Minimum	99,620	79,265	63,210	53,540	...
Maximum	154,080	138,355	96,455	76,765	...
Annual increment	3,100	3,100	3,100	3,100	...

See notes at the end of the table.

Table 2 – continued

Salary scales for full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Laurentian University of Sudbury					
Minimum	101,697	82,827	69,073	57,298	...
Maximum	...	...	...	...	...
Annual increment	2,800	2,800	2,800	2,800	...
Algoma University					
Minimum	94,523	79,993	64,630	52,335	...
Maximum	135,877	119,757	95,169	71,846	...
Annual increment (percent)	2.5	2.5	2.5	2.5	...
Collège universitaire de Hearst					
Minimum	62,738	58,561	53,341	52,294	...
Maximum	95,368	89,007	81,083	73,214	...
Annual increment	2,510	2,342	2,134	2,092	...
Huntington University					
Minimum	101,697	82,827	69,073	57,298	...
Maximum	...	...	...	...	...
Annual increment (percent)	3.3	3.3	3.3	3.3	...
University of Sudbury					
Minimum	97,947	80,442	67,895	56,258	...
Maximum	137,889	115,927	89,348	71,351	...
Annual increment	2,600	2,600	2,600	2,600	...
Thorneloe University					
Minimum	101,697	82,827	69,073	57,298	...
Maximum	...	...	...	...	...
Annual increment	2,800	2,800	2,800	2,800	...
University of Ottawa					
Minimum	90,481	75,361	68,220	55,811	...
Maximum	157,964	130,867	94,355	73,823	...
Annual increment (percent)	3.0	3.0	3.0	3.0	...
Additional increment					
Minimum	2,197	2,197	3,663	4,030	...
Maximum	3,663	3,908	4,151	4,151	...
Université Saint-Paul					
Minimum	67,032	57,776	49,691	41,895	...
Maximum	100,088	85,172	68,080	57,222	...
Annual increment	1,400	1,400	1,400	1,400	...
Additional increment [2]	2,000	2,000	2,000	2,000	...
Queen's University					
Minimum	91,472	72,449	62,523	...	...
Maximum	...	...	...	...	...
Annual increment (percent)	3.2	3.2	3.2	...	...
University of Toronto					
Minimum	87,000	64,900	52,800	71,500	...
Maximum	...	...	90,000	...	...
Annual increment	0	0	0	0	...
University of St Michael's College					
Minimum	87,000	64,900	52,800	...	...
Maximum	...	...	90,000	...	...
Annual increment	0	0	0	...	...

See notes at the end of the table.

Table 2 – continued

Salary scales for full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
University of Trinity College					
Minimum	63,522	54,869	48,538	42,207	...
Maximum	74,829	65,404	58,828	47,103	...
Annual increment	0	0	0	0	...
Trent University					
Minimum	114,045	93,833	78,674	68,569	...
Maximum	161,516	137,778	111,519	96,360	...
Annual increment	2,638	2,638	2,526	2,526	...
University of Waterloo					
Minimum	109,286	85,783	68,158	52,881	...
Maximum	...	...	...	...	...
Annual increment	0	0	0	0	...
St. Jerome's University					
Minimum	109,286	85,783	68,158	52,881	...
Maximum	...	...	...	...	...
Annual increment	0	0	0	0	...
Conrad Grebel University College					
Minimum	109,286	85,783	68,158	52,881	...
Maximum	170,391	170,391	170,391	170,391	...
Annual increment	3,318	3,318	3,318	3,318	...
York University					
Minimum	82,000	65,000	55,000	48,000	...
Maximum	...	...	...	...	...
Annual increment (percent)	3.0	3.0	3.0	3.0	...
Renison College					
Minimum	109,286	85,783	68,158	52,881	...
Maximum	...	...	...	...	...
Annual increment	0	0	0	0	...
Brescia University College					
Minimum	65,599	65,599	65,599	60,599	...
Maximum	121,793	114,629	101,494	85,972	...
Annual increment [6]	...	...	...	...	...
Huron University College					
Minimum	...	81,105	65,033	...	...
Maximum	131,616	110,952	81,105	...	...
Annual increment (percent)	2.5	2.5	2.5	...	...
Wilfrid Laurier University					
Minimum	103,487	85,101	69,341	57,784	...
Maximum	...	...	...	...	...
Annual increment (percent)	2.5	2.5	2.5	2.5	...
College domincain de philosophie et de théologie					
Minimum	64,475	58,360	51,673	42,360	...
Maximum	...	...	...	...	...
Annual increment (percent)	2.0	2.0	2.0	2.0	...
Redeemer University College					
Minimum	68,647	60,291	51,936	48,544	...
Maximum	79,155	74,306	65,862	54,721	...
Annual increment					
1st Level	943	1,393	1,393	2,000	...
2nd Level	808	943	...	1,393	...

See notes at the end of the table.

Table 2 – continued

Salary scales for full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Nipissing University					
Minimum	103,952	85,700	66,328	51,097	...
Maximum	143,752	118,396	94,438	71,001	...
Annual increment	3,275	2,683	2,510	2,156	...
Brandon University					
Minimum	99,840	80,014	61,136	51,007	...
Maximum	136,766	112,956	86,919	64,048	...
Annual increment	3,077	2,534	1,983	1,449	...
University of Manitoba					
Minimum	92,954	72,047	61,701	51,482	...
Maximum	137,774	106,719	88,575	72,372	...
Annual increment					
Minimum	2,248	1,862	1,565	1,336	...
Maximum	3,415	2,641	2,048	1,592	...
Collège universitaire de Saint-Boniface					
Minimum					
Minumum	91,107	70,498	60,502	50,232	...
Maximum	...	...	...	56,391	67,078
Maximum					
Minumum	...	...	...	68,660	...
Maximum	135,539	107,897	83,745	91,718	...
Annual increment (percent)	0.5	0.5	0.5	0.5	...
Canadian Mennonite University					
Minimum					
Minimum	71,387	61,189	50,990	40,793	...
Maximum	...	...	...	50,990	...
Maximum					
Minimum	...	...	...	50,940	...
Maximum	86,869	80,272	67,078	67,078	...
Annual increment [7]					
Minimum (percent)	...	...	...	0.1	...
Maximum (percent)	0.2	0.1	0.1	0.2	...
University of Saskatchewan					
Minimum	110,995	94,963	78,931	62,626	50,747
Maximum	...	...	...	...	...
Annual increment	2,672	2,672	2,672	2,672	1,980
Saint Thomas More College					
Minimum	105,924	90,584	75,245	59,642	...
Maximum	121,263	105,924	90,584	82,651	...
Annual increment	2,527	2,527	2,527	2,527	...
Minimum					
Maximum					
Horizon College And Seminary					
Minimum	42,000	...	...	...	...
Maximum	62,160	...	...	...	...
Annual increment					
Minimum (percent)	0.8	...	...	...	...
Maximum (percent)	2.0	...	...	...	...
University of Regina					
Minimum	108,583	87,105	72,567	57,549	...
Maximum	...	121,413	101,805	77,679	...
Annual increment	3,067	2,809	2,658	1,850	...

See notes at the end of the table.

Table 2 – continued

Salary scales for full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Campion College					
Minimum	108,583	87,105	72,567	57,549	...
Maximum	136,186	112,836	93,831	72,189	...
Annual increment	3,067	2,859	2,658	1,830	...
Luther College					
Minimum	108,583	87,105	72,567	57,549	...
Maximum					
Minumum	136,186	112,036	93,831	72,189	...
Maximum	...	121,413	101,805	77,679	...
Annual increment	3,067	2,859	2,658	1,830	...
University of Calgary					
Minimum					
1st Level	93,000	77,000	66,000	58,000	...
2nd Level	138,000	113,001	...	...	...
Maximum					
1st Level	138,000	113,000	102,000	102,000	...
2nd Level	...	133,000	...	...	...
Annual increment					
1st Level	2,700	2,400	1,900	1,900	...
2nd Level	2,000	1,200	...	...	...
University of Lethbridge					
Minimum	100,000	65,000	55,000	46,000	...
Maximum	...	...	...	...	...
Annual increment	0	0	0	0	...
The King's University College					
Minimum	77,120	66,511	55,901	49,132	...
Maximum	89,057	83,750	66,509	50,457	...
Annual increment	1,326	1,326	1,326	1,326	...
Concordia University College of Alberta					
Minimum	75,093	65,047	53,740	...	50,138
Maximum	106,629	101,629	96,629	...	92,944
Annual increment [8]	1,262	1,262	1,262	...	...
Ambrose University College					
Minimum	68,747	62,262	53,614	...	...
Maximum	88,204	75,233	66,629	...	...
Annual increment	1,297	1,297	1,297	...	...
Mount Royal University					
Minimum	...	...	...	...	52,322
Maximum	...	...	...	...	112,505
Annual increment	...	...	...	...	...
Simon Fraser University					
Minimum					
Minimum	94,194	75,711	62,509	57,228	57,228
Maximum	...	...	...	70,430	...
Maximum					
Minimum	...	...	...	74,957	...
Maximum	133,045	102,492	89,290	91,176	62,509
Annual increment [9]					
University of Victoria					
Minimum	94,000	79,000	68,000	65,000	...
Maximum	...	...	...	...	...
Annual increment	800	800	800	800	...

See notes at the end of the table.

Table 2 – continued

Salary scales for full-time teaching staff at Canadian universities and colleges, 2010/2011

	Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
	dollars				
Trinity Western University					
Minimum	63,522	54,869	48,538	42,207	...
Maximum	74,829	65,404	58,828	47,103	...
Annual increment	0	0	0	0	...
University of Northern British Columbia					
Minimum	90,084	74,162	60,982	51,945	...
Maximum	...	97,493	78,203	64,166	...
Annual increment					
Minimum	1,111	1,111	1,111	1,111	...
Maximum	2,222	2,222	2,222	2,222	...
Capilano University [1]					
Minimum	52,833	...	...	...	38,296
Maximum	84,896	...	...	...	44,576
Annual increment	0	0	0	0	0
Vancouver Island University					
Minimum	...	...	...	...	51,797
Maximum	...	...	...	...	83,231
Annual increment	...	...	...	...	0
University of the Fraser Valley [1]					
Minimum	...	...	...	...	51,796
Maximum	...	...	...	...	83,231
Annual increment					
Minimum	...	...	...	...	2,551
Maximum	...	...	...	...	5,342
Kwantlen Polytechnic University					
Minimum	...	...	...	...	52,883
Maximum	...	...	...	...	84,896
Annual increment	...	...	...	...	0
Thompson Rivers University					
Minimum					
Minimum	76,360	65,136	54,415	54,415	...
Maximum	...	...	...	76,360	...
Maximum					
Minimum	...	...	...	84,542	...
Maximum	106,905	98,178	84,542	106,905	...
Annual increment [10]					
Minimum	2,181	2,181	2,181	2,181	...
Maximum	3,273	3,273	3,273	3,273	...

1. Scales are not final.
2. This increment includes a progress through the ranks.
3. Scales are $9,226 higher for Law, Engineering, Business and Computer Science and $15,804 for Medicine.
4. Presently negotiating increment.
5. This is an overall faculty increment and includes the scale increases, progress through the ranks and catch-up.
6. Increment is based on year of service multiplied by a PTR and a "rank rate".
7. In addition to this increment, there is another equal to the C.P.I.
8. This includes one step on the grid. Increments for instructors varies.
8. Varies
10. This represents a step within the salary scale

Explanatory Notes

Salaries of full-time teaching staff at Canadian universities and colleges

Table 1 in this publication presents, for each of the 29 universities, the number of full-time teaching staff, along with their average and median salaries.

In addition, as a measure of distribution, the salary at the 10th and 90th percentile is given. In other words, the teaching staff is ranked by salary from lowest to highest and divided into ten even groups; the values presented in the table are the cutoff points for the lowest and highest 10% of the distribution.

Background

The data in this report are drawn from the *University and College Academic Staff Survey (UCASS)*. Conducted since 1946, UCASS presents a national picture of the socio-economic characteristics of full-time university teachers in degree-granting institutions. The survey is conducted annually, with a reference date of October 1. Therefore, the data collected through this survey present a snapshot of full-time teaching staff as of that date.

Target population

The target population of this survey is full-time teaching staff in degree-granting institutions that are under contract for twelve months or more. This includes all teachers within faculties, academic staff in teaching hospitals, visiting academic staff in faculties and research staff who have an academic rank and salary similar to teaching staff. Administrative and support staff and librarians are excluded, as are staff solely engaged in research. Teaching and research assistants are also excluded.

The salary represents the reported annual rate of pay plus administrative stipends, if any, for all reported faculty members, including those on sabbatical leave

A note on confidentiality

The University and College Academic Staff Survey is conducted under the *Statistics Act*. To release data at the institutional level, institutions must authorize Statistics Canada to release their information. Furthermore, information is processed in such a way that results are not shown where there are too few individuals.

Due to the Statistics Act which, in part, prohibits the identification of individuals, a number of measures have been taken to ensure that no one individual or their salary can be identified or extrapolated. Information is processed in such a way that the mean is not shown when the given rank contains less than six (6) people and medians and percentiles are not calculated when there are less than 10 people.

Notes on terms used in the tables

The title *Canadian Universities and* Colleges refers to degree-granting institutions.

In Table 1, the column labeled *Numbers* refers to the number of teachers included in the salary calculations, that is, the average, the median and the 10th and 90th percentiles. Furthermore, the column labeled *Excluded* shows the number of teachers at the institution who are excluded from the salary calculations. This group consists of:

- deans

- directors equivalent to deans i.e. directors who have significant administrative responsibilities
- staff not paid according to regular salary scales
- staff on leave of absence
- visiting professors

Note that while deans and directors equivalent to deans are not counted in the salary calculations for specific ranks, they are included in the category *All ranks combined*, and in the breakdown of this comprehensive category by gender.

The sum of the two columns *Numbers* and *Excluded* yields the total number of full-time teachers by rank at the institution.

Full professors and *associate professors* are subdivided into those *with* and *without senior administrative duties*. Assistant deans, associate deans, vice-deans, directors not equivalent to deans, department heads, coordinators and chairpersons are classified as *with senior administrative duties*. Persons in these posts are included in the salary calculations.

The category *rank below assistants* refers to the next rank directly below that of an Assistant professor. Institutions use a variety of terms to label this position however, in many institutions lecturers are included here. The category *rank below preceding* covers the remaining full-time teachers (in many cases instructors) with the exception of *Other teaching staff* which refers to ungraded staff.

Salary scales for university teachers

Table 2 presents 2010-2011 salary scales for full-time university teachers. The 70 institutions included in this table are those that reported their scales by the middle of June, 2011. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.